

# Department Budget Submission Checklist

To be completed by: All departments.

Instructions: Submit this completed cover sheet with your budget submission and ensure all applicable forms below are included with your submission.

**Department Name:** Department on the Status of Women (WOM)

- ☒ **Summary of Major Changes:** Completed "Form 1A: Summary of Major Changes" explaining major changes submitted in department's budget proposal.
  - ☒ **Proposed GF cost neutral proposal**
  - ☒ **Department Budget Summary:** Submission includes copy of report # 15.50.012.
  - ☒ **Budget Equity: Completed "Form 1C: Budget Equity"**
- ☒ **Revenue Report:** Completed "Form 2A: Revenue Report." (15.30.005 Snapshot Comparison)
- ☐ **Fees & Fines:** Completed "Form 2B: Fees & Fines."
- ☐ **Cost Recovery:** Completed "Form 2C: Cost Recovery."
- ☒ **Expenditure Changes:** Completed "Form 3A: Expenditure Changes." (15.30.005 Snapshot Comparison)
- ☐ **Deappropriations from prior years' budget** – indicate if these are included in your submitted budget, and please explain in the expenditure changes form 3A
- ☒ **Position Changes:** Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison)
- ☐ **Equipment & Fleet:** New General Fund Equipment (Form 4A) and Fleet Requests (Form 4B) to be made in BFM.
- ☒ **Minimum Compensation Ordinance:** By checking this box, the department confirms that the effects of the MCO in contracting have been considered as part of the budget submission. (See p. 9)
- ☐ **Proposition J Description, Summary, City Cost, Contract Cost:** Required for all existing or new Prop Js.
- ☒ **Interdepartmental Services Balancing:** Included Excel download of Department - IDS Form Balancing Report from BFM Reporting.
- ☒ **Organizational Charts:** Submission contains updated position-level organizational charts for your department, with indication if the position is filled (F) or vacant (V). Organizational charts also reflect any proposed position changes.
- ☐ **New Legislation:**
  - ☐ Included draft legislation that department would like to submit with the budget; or,
  - ☐ Draft legislation in progress at this time. A description of the proposed changes is included in the "Summary of Major Changes" table. A draft will be provided to the Mayor's Office by 03/01/22.
- ☐ **Other Requests:** Submitted requests for the following items (through separate forms), if applicable:
  - ☐ COIT
  - ☐ Capital – CPC funded capital requests are made through the new budget system, BFM by 1/14/22.

**For Chief Financial Officer/Budget Manager:**

I have reviewed the attached budget submission and affirm that all applicable forms checked off above are included in my department's budget submission.

**Full Name:** My Lan Do Nguyen, PhD

**Signature:** My Lan Do Nguyen

**BUDGET FORM 1A: Summary of Major Changes  
FY 2022-23 and FY 2023-24**

WOM Status of Women	
Major Changes	Department Response to Major Changes
<p><b>1. SUMMARY.</b> What major changes is the department proposing? Include a description of changes intended to improve core service delivery. Clearly describe each change and the department's proposal to fund each change without increased General Fund support (i.e. reprioritization of existing funds, grants, or other new revenues). Include detail related to position changes in the Expenditure Changes section below.</p>	<p>In accordance with discussion with MBO, DOSW is redirecting City Grants funds to fund the department's restructuring and operational needs--which has been offset by the \$1,000,000 add back going to DPH for FY 22-23.</p> <p>DOSW is proposing to increase staffing costs to fund four new positions.</p> <p>We added \$50,001 per FY to our 505010 Temp Misc Regular Salaries to establish a balance for the department to bring on interns and fellows (all under the 1040 cap) in an ongoing manner.</p> <p>We are also increasing our non-personnel expenditures budget by to pay for staff training and new professional services.</p> <p>Due to the investments in fiscal operations and the hiring of an 1823 Senior Fiscal Analyst, ADM will no longer be providing fiscal support as it historically has. At ADM's request and in light of their own staffing shortage, this work order has been eliminated and funds have been redirected to the professional services line.</p>
<p><b>2. TARGET.</b> How did the department meet its General Fund cost neutral target?</p>	<p>The department achieved its General Fund cost neutral target through the reprioritization of existing recurrent budget commitments in 53800 City Grants towards investments in staffing and departmental infrastructure. No new expenses has been added to the budget.</p>
<p><b>3. EXPENDITURE CHANGES.</b> What major spending changes is the department proposing? Please provide information especially for any grant changes, major contract changes, personnel changes, or other changes that affect core services and functions. Highlight any changes related to major changes/initiatives as noted in the Summary section and provide details in Form 3A.</p>	<p><b>Position Changes:</b> 1 FTE 1823 Senior Administrative Analyst to be responsible for the department's budget, grants and contract administration, procurement, and contracting. 1 FTE 1822 Administrative Analyst (currently 1820 sitting on 1822, adding 1820 into FY22-23+ to hold 1820 moving forward) for fiscal and administrative support. 2 FTEs 2998 Representative, Commission on the Status of Women to function as program managers for the department's new health and safety and civic engagement and political empowerment grant programs. \$50,001 to establish a fund for the department to bring on fellows and interns.</p> <p><b>Non-Position Changes:</b> \$45,000 in air travel and non-air travel to establish a fund for staff to travel to seminars, conferences, workshops, etc. and other travel costs associated with our expanded programs. \$40,000 budgeted for training to establish fund balance for staff's individual learning and professional development each year, for Commission retreats, speaker honorariums and other enrichment programs to support the work of the Commission and its policy work, and to support staff retreats (quarterly) and other trainings not included in staff's individual professional development plans. \$5,000 budgeted for stipends to support professional speakers and others who give remarks at DOSW events and other ongoing program related activities. \$49,997 for professional services such as photography as a digital advertising placement and technical assistant consulting services. \$5,000 for interpreters to meet increased demand of translation / sign services as requested by our CBOs and community at-large. \$5,000 for printing services to Increase balance for ongoing and new printed materials and other ephemera to support our policy and program work, anticipating greater community engagement next fiscal year. \$2,500 for subscriptions to periodicals and online services. \$15,000 budgeted for materials and supplies to replace technology on a three-year computer cycle for staff. \$7,000 for miscellaneous office expenses to pay for incidental items throughout the year and to support costs related to in-person events for our community partners and grantees to gather and collaborate.</p>
<p><b>4. REVENUE.</b> What revenue changes did the department submit? Please differentiate between General Fund and non-General Fund. This should match an Audit Trail, as shown in Form 2A Revenue Report, as well as, the Expenditure Report in Form 3A.</p>	<p>No revenue changes as non-General Fund revenues from grants are off budget.</p>
<p><b>5. LEGISLATION.</b> Is the department seeking to submit any legislation with the budget? Does the department's budget assume any revenues/expenditures that require a legislative change?</p>	<p>DOSW is not seeking to submit any legislation with the budget.</p>
<p><b>6. PROP J.</b> Identify existing Prop J Analyses that will continue, and if the department's budget proposes any NEW contracting out of work previously done by City workers.</p>	<p>DOSW does not have any continuing Prop J Analyses and is not proposing any new one.</p>
<p><b>7. TRANSFER OF FUNCTION.</b> Is the department requesting any Transfer of Functions of positions between departments? If so, please explain.</p>	<p>DOSW is not requesting any Transfer of Functions of positions.</p>
<p><b>8. INTERIM EXCEPTIONS.</b> Is the department requesting any interim exceptions (new positions that are 1.0 FTE rather than 0.79 in BY and .78 in BY +1)? If so, for what reason are the request being made?</p>	<p>DOSW is requesting four interim exceptions. The new positions are budgeted for the amount of time the employees are expected to be on payroll in FY 22-23. The 1823 position started employment on 2/14/22. We are in the recruitment process for the two 2998 positions and the 1822 position.</p>
<p><b>9. BUDGET EQUITY.</b> How has the department advanced racial equity through its services to the community? Please provide a high level summary in this form and all details in Form 1D.</p>	<p>Continuing the awarding of City Grants funds to historically underfunded communities, specifically the African American and the indigenous communities, the department will continue to award and fund community-based organizations that have largely been left without the City's financial support.</p>

**BUDGET FORM 1B: Department Budget Summary  
FY 2022-23 and FY 2023-24**

Department Total Budget Historical Comparison (Department's Submission)

Budget Year 2022-2023 and 2023-2024

**Department Total Budget Historical Comparison**

**WOM Status Of Women**

Authorized Positions	2021-2022 Original Budget	2022-2023 Proposed Budget	Changes from 2021-2022	2023-2024 Proposed Budget	Changes from 2022-2023
Total Authorized	7.92	14.01	6.09	12.26	(1.75)
Non-Operating Positions (CAP/Other)	(1.00)	(2.75)	(1.75)	(1.00)	1.75
Net Operating Positions	6.92	11.26	4.34	11.26	(0.00)

**Sources**

Licenses, Permits, & Franchises	220,000	220,000	0	220,000	0
Other Revenues	100,000	100,000	0	100,000	0
Unappropriated Fund Balance	53,126	0	(53,126)	0	0
General Funds	10,748,322	11,254,847	506,525	11,254,236	(611)
Sources Total	11,121,448	11,574,847	453,399	11,574,236	(611)

**Uses - Operating Expenditures**

Salaries	886,450	1,419,004	532,554	1,449,852	30,848
Mandatory Fringe Benefits	333,855	509,520	175,665	478,061	(31,459)
Non-Personnel Services	105,736	258,233	152,497	258,233	0
City Grant Program	9,588,144	9,199,614	(388,530)	9,199,614	0
Materials & Supplies	10,728	32,728	22,000	32,728	0
Services Of Other Depts	196,535	155,748	(40,787)	155,748	0
Uses Total	11,121,448	11,574,847	453,399	11,574,236	(611)

**Uses - By Division Description**

WOM Status Of Women	11,121,448	11,574,847	453,399	11,574,236	(611)
Uses by Division Total	11,121,448	11,574,847	453,399	11,574,236	(611)

## **BUDGET FORM 1C: BUDGET EQUITY FY 2022-23 and FY 2023-24**

### **1. What is the department's approach to advancing racial equity in the services provided to the residents of San Francisco?**

Continuing the awarding of City Grants funds to historically underfunded communities, specifically the African American and the indigenious communities, the department will continue to award and fund community-based organizations that have largely been left without the City's financial support.

### **2. What are the department's top racial equity priorities for the upcoming budget cycle? Are there any existing programs that the department is proposing to modify or recommending new initiatives in order to fulfill racial equity priorities?**

Beyond the allocation of the department's current gender-based violence grant portfolio, the department is making strategic investments in three new program areas, including 1) health and safety, 2) economic security, and 3) civic engagement and political empowerment. These program areas, while serving all women, girls, and non-binary people in San Francisco, will primarily target underserved communities as noted above. The department has also shifted its approach to actively engage and outreach with less prominent organizations, rather than rely upon CBOs that have benefited from existing relationships with the previous department's administration.

The department continues to radically change the racial composition of the department and diversity through its hiring process including but not limited to the new positions coming onboard.

## DEPARTMENT:WOM Status of Women

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Select the following criteria before running the report:

**Budget Stages: M2 Department Phase**  
Account Lvl 6: Filter for all Revenue Account Lvl 6 codes

Do not select values for any other prompts.

Please contact your Mayor's Office or Controller

All submissions must be formatted appropriately so that printed copies are easily readable for the public

GES Type	Dent	Division	Division Title	Section	Section Title	Dent ID
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[illegible]

**DEPARTMENT NOTE: Not applicable, no changes were made.**

BUDGET FORM 3A: Expenditure Changes

DEPARTMENT: WOM

Please identify proposed expenditure changes from the FY 2022-23 and FY 2023-24 Base Budget at the account level.

Note: To submit this information, run the 15.30.005 - Snapshot to Current Comparison by Stage (Audit Trail) report from BFM Reporting.

Select the following criteria before running the report:

Snapshot: Start of Dept

Budget Stages: M2 Department Phase

GFS Type: Do not select a value.

Account Lvl 5: Filter for all Expenditure Account Lvl 5 codes beginning with "5"

Do not select values for any other prompts.

For any proposed changes, provide an explanation in the "Explanation of Change" for each Budget Year column.

Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.

All submissions must be formatted appropriately so that printed copies are easily readable for the public

Total BY+1 Expenditure Variance:														Total BY+1 Expenditure Variance:		(1428.00)		FORMULA	FILL IN			
FY 2022-23														FY 2023-24								
GFS Type	Dept Grp	Dept ID	Dept ID Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5 Title	Account - Title	Agency Use	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Explanation of Change	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101ary	010101- Perm Salaries Min: Regular	0	\$810,189	\$1,288,158	\$458,969	\$880,128	\$1,382,418	\$478,159	100	Setting for four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101ary	010101- Temp Min: Regular Salaries	0		\$10,879	\$40,277	\$10,879		\$10,879	\$40,277	100	Setting a balance for the department to bring on interns and fellows (all under the 1040 cap) in an ongoing manner.
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Retire City Min	0	\$136,951	\$216,113	\$78,159	\$108,534	\$171,058	\$68,122	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Social Security (OASDI & HI)	0	\$485,000	\$749,000	\$264,000	\$47,000	\$749,000	\$272,000	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Social Sec. Medicare(W/Hi Only)	0	\$13,000	\$18,238	\$5,238	\$13,000	\$18,000	\$2,489	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Health Service-City Match	0	\$17,400	\$26,400	\$9,000	\$17,400	\$26,400	\$9,000	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Retiree Health Match-Prop B	0	\$6,200	\$1,328	\$5,197	\$6,200	\$1,328	\$5,197	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Retiree/RR-Care-City/Max PProsc	0	\$1,115	\$5,837	\$1,821	\$1,115	\$5,191	\$1,964	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Unemployment Coverage	0	\$60,000	\$108,112	\$48,112	\$60,000	\$107,678	\$47,678	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Dental Coverage	0	\$17,400	\$33,176	\$15,901	\$17,400	\$32,000	\$14,121	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Unemployment Insurance	0	\$821	\$1,921	\$1,004	\$821	\$1,901	\$1,077	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Long Term Disability Insurance	0	\$1,744	\$1,488	\$1,756	\$1,744	\$1,516	\$1,788	100	Benefit cost for the four new positions.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Air Travel- Employees	0	0	\$10,000	\$10,000	0	\$10,000	\$10,000	100	Establish a fund to pay for airfare for staff to travel to seminars, conferences, workshops, etc. and other travel costs associated with our ongoing programs.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Non-Air Travel- Employees	0	\$176	\$80,576	\$80,000	\$176	\$80,576	\$80,000	100	Establish a fund for staff to travel to seminars, conferences, workshops, etc. and other travel costs associated with our ongoing programs.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Training- Budget	0	\$850	\$40,850	\$40,000	\$850	\$40,850	\$40,000	100	Establish fund balance for staff's individual learning and professional development each year, for Commission network, speaker honorariums and other enrichment programs to support the work of the Commission and its policy work, and to support staff network (quarterly) and other trainings not included in staff's individual professional development plans.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Interpreters	0	0	\$5,000	\$5,000	0	\$5,000	\$5,000	100	Maximum budget balance for increased demand of translation / sign services as requested by our CBOs and community at-large.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Stipends	0	\$7,000	\$12,000	\$5,000	\$7,000	\$12,000	\$5,000	100	Establish fund balance for professional speakers and others are to give awards at CBO events and other ongoing program-related activities.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Other Professional Services	0	\$40,000	\$80,997	\$40,997	\$40,000	\$80,997	\$40,997	100	Establish fund balance for professional services such as photography at budgeted planning placement and technical assistant consulting services.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Printing	0	\$5,900	\$10,900	\$5,000	\$5,900	\$10,900	\$5,000	100	Review salaries for ongoing and new period materials and other equipment to support our policy and program work, anticipating greater community engagement next fiscal year.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Subscriptions	0	0	\$1,500	\$1,500	0	\$1,500	\$1,500	100	Establish a budget for subscriptions for periodicals (news journals and other services such as Zoom, etc.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- CBO Services- Budget	0	\$9,418,081	\$8,105,178	\$822,000	\$9,418,044	\$8,105,178	\$822,000	100	In accordance with discussion with MBO, DOWM is redirecting City Grants funds to fund the department's restructuring and operational needs-which has been offset by the \$1,000,000 and has going to CBO for FY 23-24.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Other Office Supplies	0	0	\$7,000	\$7,000	0	\$7,000	\$7,000	100	Review balance for miscellaneous office expenses to pay for incidental items throughout the year and to support costs related to in person events for our community partners and grantees to gather and coordinate.	
015	WOM	212395	WOM Status Of Women	10000	01 Annual Account Chf	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- GF Admin-General(SAC)	0	\$44,997	\$0	-\$44,997	\$44,997	\$0	-\$44,997	100	Due to the investments in fiscal operations and the hiring of an 1023 Senior Fiscal Analyst, ADM will no longer be providing fiscal support as a materials line. As ADM request and in light of their own staffing shortage, this work order has been eliminated and funds have been redirected to the professional services line.	
015	WOM	212395	WOM Status Of Women	12000	01 WOM Domestic Violence	00020801-0001	W0 Status of Women	W0 Status of Women	10000	Operating	010101nrg	010101- Materials & Supplies Budget	0	\$491	\$1,491	\$1,000	\$491	\$1,491	\$1,000	100	Increase fund balance to replace technology on a three year computer lease for staff.	

DEPARTMENT: WOM  
Please identify prepared pool

Please identify proposed position changes from the FY 2022-23 and FY 2023-24 Base Budget at the account level (reflecting both salary and discretionary special class changes).

**Note:** To submit this information, run the **15.30.004 Position Snapshot Comparison (Audit Trail)** report from the BFM Reporting.

Select the following criteria before running the report:

Snapshot: Start of Dept  
Budget Stage: M2 Department Phase

Budget Stages: M2 Department I  
QFS Type: Do not select a value.

Do not select values for any other prompts.

For any proposed changes, provide an explanation in the "Explanation of FTE and/or Amount Change" column.

Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.

[illegible]

**This report is filtered for work orders that are not balanced between requesting and performing departments. To remove or change this filter and view all work orders, go to the "Input Controls" in the navigation pane; change the value under Report Input Controls.**



Dept Pair	Requesting	Performing	WO Ref ID	Dept ID	Fund	Project	Activity	Authority	Account	Agency Use	FY 2021-22 Original	FY 2022-23 Rollover	FY 2022-23 Requesting Changes	FY 2022-23 Performing Changes	FY 2022-23 Requesting Proposal	FY 2022-23 Performing Proposal	FY 2023-24 Rollover	FY 2023-24 Requesting Changes	FY 2023-24 Performing Changes	FY 2023-24 Requesting Proposal	FY 2023-24 Performing Proposal	Requesting Comments	Performing Comments
WOM-ADM	WOM	ADM	ADM-GENSVCS	228856	10000	10003082	0001	10000	486790		0	44,997	-44,997	-44,997	0	0	44,997	-44,997	-44,997	0		Removing work order per 0 discussion with ADM	
WOM-ADM	WOM	ADM	ADM-GENSVCS	232395	10000	10026801	0001	10000	581160		0	-44,997	44,997	44,997	0	0	-44,997	44,997	44,997	0		Removing work order per 0 discussion with ADM	
WOM-CFC	WOM	CFC	CFC-FIRST 5	229047	11000	10022906	0008	16921	486790		0	0	0	0	0	0	0	0	0	0	0		
WOM-CFC	WOM	CFC	CFC-FIRST 5	232395	10000	10026801	0001	10000	581400		0	0	0	0	0	0	0	0	0	0	0		
WOM-HRD	WOM	HRD	HRD-EMPLOYMENTSERVICES	232025	10000	10026742	0001	10000	486790		0	8,129	0	0	8,129	8,129	8,129	0	0	8,129	8,129		
WOM-HRD	WOM	HRD	HRD-EMPLOYMENTSERVICES	232395	10000	10026801	0001	10000	581470		0	-8,129	0	0	-8,129	-8,129	-8,129	0	0	-8,129	-8,129		
WOM-TIS	WOM	TIS	TIS-TECHCONTRACTS	207921	28070	10024810	0008	17608	486790		0	0	0	0	0	0	0	0	0	0	0		
WOM-TIS	WOM	TIS	TIS-TECHCONTRACTS	207921	28070	10024810	0018	17608	486790		0	0	0	0	0	0	0	0	0	0	0		
WOM-TIS	WOM	TIS	TIS-TECHCONTRACTS	210699	28070	10024810	0008	17608	486790		0	625	0	0	625	625	625	0	0	625	625		
WOM-TIS	WOM	TIS	TIS-TECHCONTRACTS	210699	28070	10024810	0018	17608	486790		0	4,515	0	0	4,515	4,515	4,515	0	0	4,515	4,515		
WOM-TIS	WOM	TIS	TIS-TECHPROJ	207921	28070	10024810	0218	17608	486790		0	937	0	0	937	937	937	0	0	937	937		
WOM-TIS	WOM	TIS	TIS-TECHPROJ	207921	28070	10024810	0737	17608	486790		0	0	0	0	0	0	0	0	0	0	0		
WOM-TIS	WOM	TIS	TIS-TECHPROJ	232395	10000	10026801	0001	10000	581140		0	-937	0	0	-937	-937	-937	0	0	-937	-937		
WOM-TIS	WOM	TIS	TIS-TECHCONTRACTS	232395	10000	10026801	0001	10000	581325		0	-5,140	0	0	-5,140	-5,140	-5,140	0	0	-5,140	-5,140		

[illegible]

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Dept Pair	Requesting	Providing	Requesting Contact	Performing Contact
WOM-ADM	WOM	ADM		
WOM-CFC	WOM	CFC		
WOM-HRD	WOM	HRD		
WOM-TIS	WOM	TIS		

**WO is balanced**



London N. Breed  
Mayor

# City and County of San Francisco Department on the Status of Women

